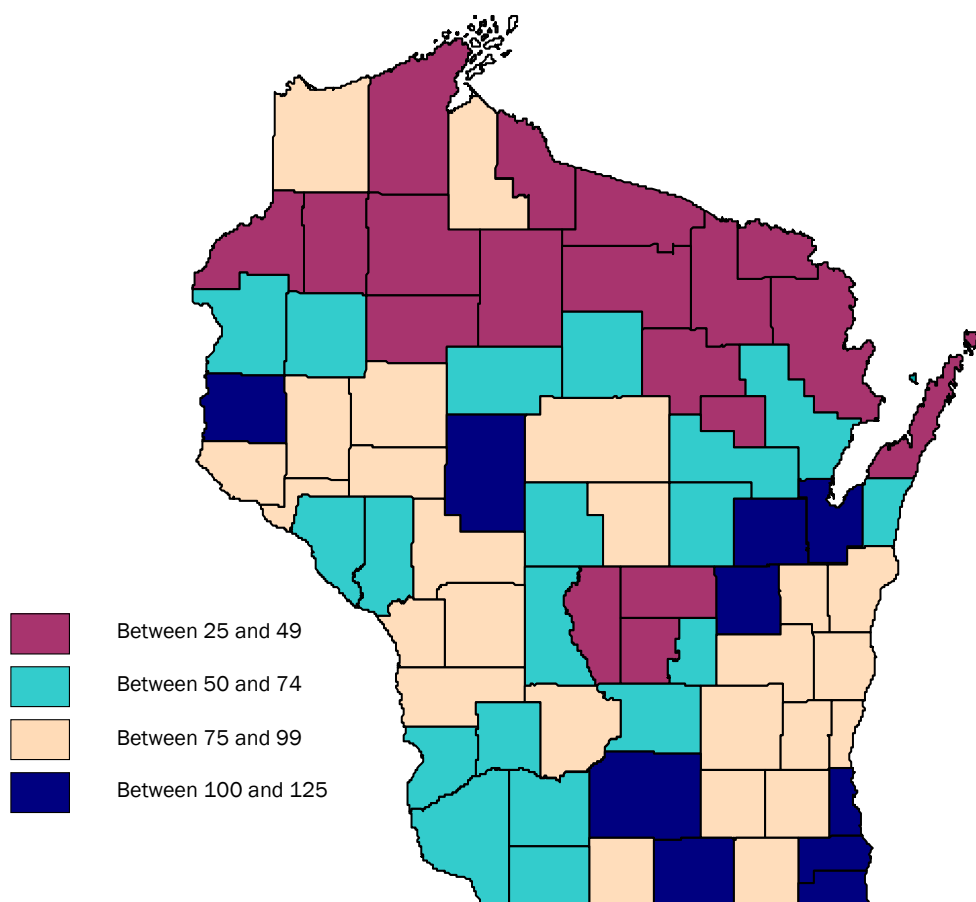


State of Wisconsin Workforce Profile

The number of residents aged 25-29 years for every
100 residents aged 60-64 years in year 2025



Source: Wisconsin Department of Administration, Demographic Services Center and the U.S. Bureau of Census.

For comparison, it is projected that there will be 90 residents aged 25-29 for every 100 residents aged 60-64 in Wisconsin in 2025. Nationally, it is projected that there will be 101 residents aged 25-29 for every 100 residents aged 60-64. In 2003, Wisconsin had 146 residents aged 25-29 for every 100 aged 60-64.



Population

* **Midwest region** in this profile constitutes Wisconsin, Illinois, Iowa, Michigan and Minnesota

As of July 2003, Wisconsin gained close to 109,000 residents (+2.0%) since the 2000 Census. Wisconsin's growth was quicker than the Midwest region's growth rate, but was slower than the nation's. Minnesota was the only state in the region with a faster growing population (+2.8%). Iowa grew the slowest at 0.6 percent

Total Population

| | April 2000 Census | July 1, 2003 estimate | Numeric change | Percent change |
|-------------------------------|----------------------|--------------------------|-------------------|-------------------|
| United States | 281,421,906 | 290,809,777 | 9,387,871 | 3.3% |
| Wisconsin | 5,363,675 | 5,472,299 | 108,624 | 2.0% |
| Midwest Region | 35,567,215 | 36,209,265 | 642,050 | 1.8% |
| Largest Municipalities | | | | |
| Milwaukee | 596,974 | 595,245 | -1,729 | -0.3% |
| Madison | 208,054 | 215,697 | 7,643 | 3.7% |
| Green Bay | 102,767 | 103,233 | 466 | 0.5% |
| Kenosha | 90,352 | 92,078 | 1,726 | 1.9% |
| Racine | 81,855 | 81,111 | -744 | -0.9% |
| Appleton | 70,087 | 71,649 | 1,562 | 2.2% |
| Waukesha | 64,825 | 66,807 | 1,982 | 3.1% |
| Oshkosh | 62,916 | 64,327 | 1,411 | 2.2% |
| Eau Claire | 61,704 | 63,882 | 2,178 | 3.5% |
| Janesville | 60,200 | 61,110 | 910 | 1.5% |

Source: Wis. Dept. of Administration, Demographic Services and U. S. Census Bureau

adding a regional-low 17,700 residents since 2000.

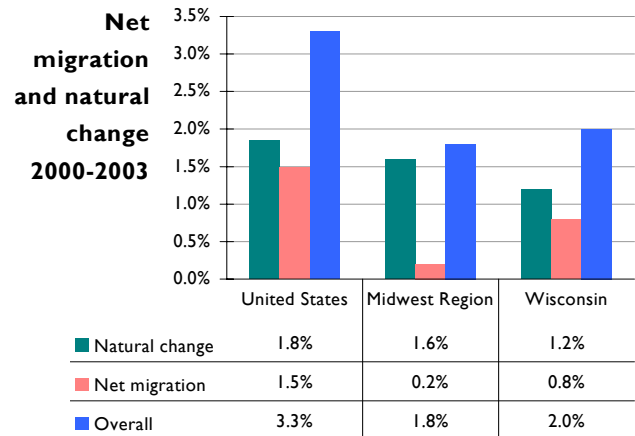
Growth in Wisconsin's population established itself differently than its neighbors drawing more comparisons to the national growth pattern evidenced by the graph to the immediate right. Like the nation and region, the majority of Wisconsin's population growth resulted from natural change. But Wisconsin exceeded the region's proportional growth via net in-migration. According to census figures, four of every ten new Wisconsin residents were the result of net in-migration; the other six resulted naturally meaning births outnumbered deaths. The Midwest region's population growth was much more reliant upon natural increase rather than migration. In terms of international migration, every regional state showed a net gain of those from other countries from April 2000 to July 2003, but Wisconsin was the only regional state to show a net gain internally, that is, net domestic migration.

Wisconsin's balanced population growth between migration and natural change and its faster than regional average growth, while somewhat encouraging, does not address important demographic issues such as age, which is the single most important issue in terms of Wisconsin's future workforce.

The graph on the right outlines Wisconsin's projected population in 2005 and

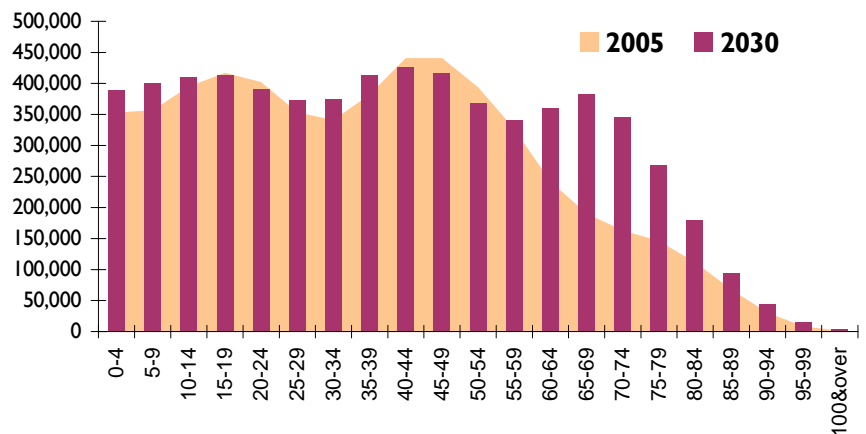
2030 by five-year age groups and forecasts change in the state's age composition. Very simply, the size of the younger age groups will remain virtually unchanged, while the older age groups will become considerably larger reflecting the movement of the baby-boomers (those born between 1946 and 1964) into their elderly years. The Wisconsin Department of Administration forecasts that the state's residential base will grow approximately 15 percent over the next 25 years adding over 850,000 residents for a total population of 6.4 million. This will be slower population growth considering that Wisconsin added almost 500,000 residents (+10%) over the ten years between 1990 and 2000.

The number of residents aged 19 years and younger will increase by six percent from 2005 to 2030. The number of those aged 20 to 59 years will nudge upward only 0.8 percent. And the number of those aged 60 years and older is projected to increase by 76 percent over the next 25 years. Despite slight growth in the 19 and younger population, their actual presence will decrease from 27 percent to 25 percent of the total population by 2030. The 20 to 59-year olds, a key working-age demographic, will decrease



Source: U. S. Census Bureau. Components of Population Change

Population by Age Groups in Wisconsin



Source: WI Dept. of Administration, Demographic Services

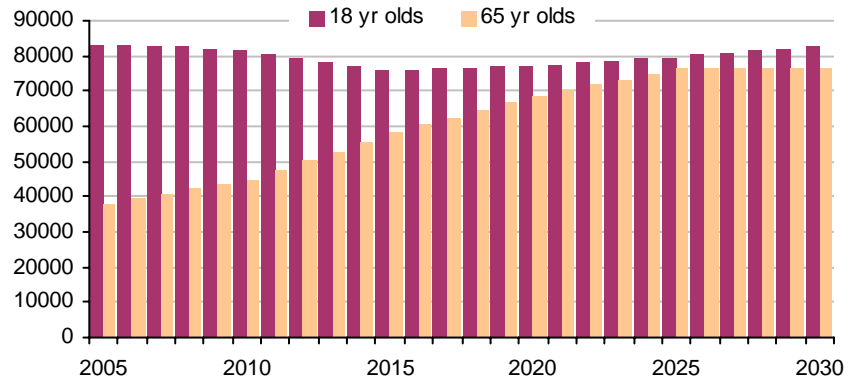
Future Population and Labor Supply

from 55 percent to 48 percent of the total. And the large increase in those 60 years and older will elevate this group from 17 percent of the total population in 2005 up to 26 percent by 2030.

The graph to the right more specifically pinpoints how impending demographic changes could affect the quantity of Wisconsin's workforce by plotting the number of its residents ages 18 and 65 years, each year, through 2030. The younger represent the labor force entrants and the elder are its exiters. One will notice that the entrants remain stable over time, for all intents and purposes, while the exiters will almost double in size. If one were to bundle more younger years-of-age together and did the same with older ages, the comparison of these aggregates would look identical to this graph.

The ramifications of a rapidly aging population are too numerous to fully discuss in this limited forum though two main issues can be summarized: 1) workers needed to replace those retiring, etc. will be in smaller supply and the loss of baby-boomer institutional knowledge and experience could be tremendous creating both worker and skills shortages. The fact that baby-boomers have dwarfed their offspring in number and that their offspring have maintained their parental generation's lower birth rates and smaller families have indirectly created a disproportionately larger, older population. Some key worker shortages are already established in occupations typically filled by younger workers, or in jobs usually filled by younger workers of a single gender such as nursing and other health care occupations. And 2) as the population ages, the economy will change. Change will not happen overnight, but as residents age they will place increased demand on particular pro-

Convergence of 18 & 65 year old population in Wisconsin

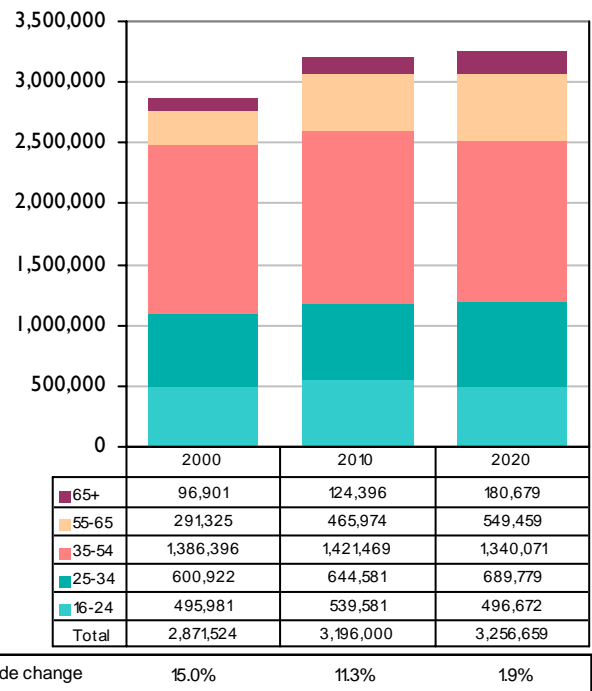


Source: WI Dept. of Administration, Demographic Services

viders of goods and services, i.e., health services, retail trade, leisure and hospitality, etc. Conversely, there will likely be diminished demand for other goods and services.

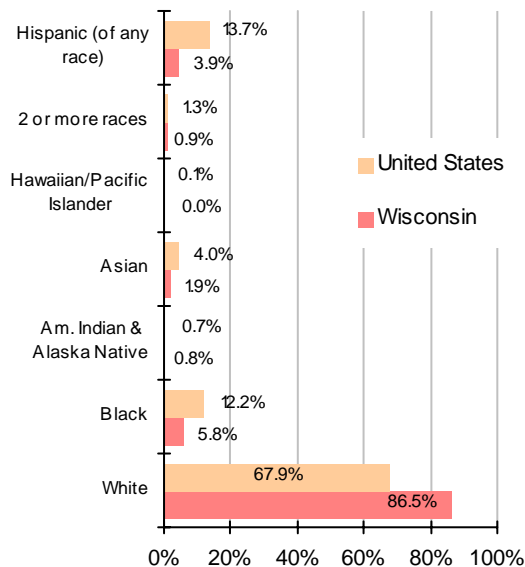
The argument that people will work later in life either out of financial necessity or interest is likely moot considering that ongoing retirement trends over decades point to people leaving their main careers earlier in life (though many return in a different and reduced capacity). Also, while older workers' interest to keep working may be present, their physical capacity, and ultimately their interest to do the same work may not be sufficient. Approximately 14 percent of those aged 65 and older are currently in the labor force.

Wisconsin Labor Force Projections by Age



Source: DWD, Office of Economic Advisors, August 2004

Race and ethnic distribution



Source: U.S. Census Population Characteristics Estimates, 2002

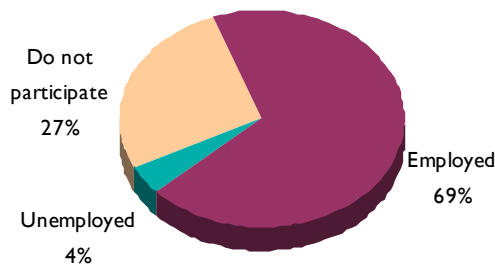
Current Labor Force

Wisconsin's unemployment rate remained lower than the national and regional averages in 2003. The state's rising unemployment rates over the last few years were volatile compared to the rates in 1998 and 1999, which were record setting lows. Consequently, the 2003 annual average of 5.6 percent is considerably higher than the average unemployment rate of 4.1 percent between 1990 and 2000.

Wisconsin's labor force participation rate (LFPR) in 2003 was 72.9 percent, which was higher than the national rate of 66.3 percent. Only Minnesota (75.0%) had a higher LFPR of all the

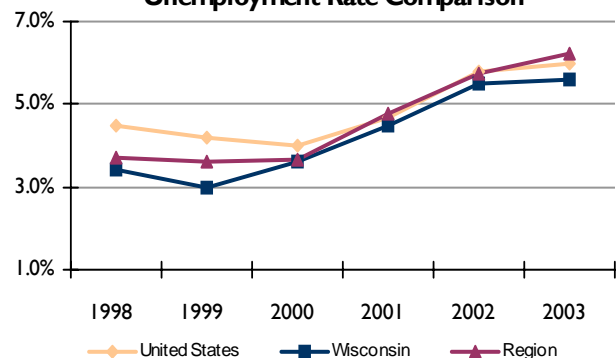
to this reasoning as their low LFPR, despite younger than average populations, reflect diminishing labor market opportunities. Lower LFPR has been particularly significant over the past two decades as established inner-city employers and prospective new employers have increasingly located to suburban markets leaving fewer employment opportunities for inner-cities' labor forces. This is not to say that all Wisconsin urban areas behave this way. Many of the state's smaller urban markets have much healthier labor forces, but the larger, southeastern labor markets have experienced a more sluggish period.

Labor force participation in Wisconsin



Source: DWD, Office of Economic Advisors, July 2004

Unemployment Rate Comparison



regional states.

The state's LFPR conversely implies that 27 percent of those 16 years old and older are not in the labor force. The majority of these non-participants do so voluntarily (i.e., retirement, educational commitments) and their choice is more of a demographic comment rather than economic. Some urban pockets within the state are exceptions

Wisconsin Civilian Labor Force Data

| | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Labor Force | 2,951,967 | 2,889,812 | 2,968,111 | 3,032,082 | 3,024,778 | 3,078,254 |
| Employed | 2,852,556 | 2,801,777 | 2,862,676 | 2,895,020 | 2,858,197 | 2,904,721 |
| Unemployed | 99,411 | 88,035 | 105,435 | 137,062 | 166,581 | 173,533 |
| Unemployment Rate | 3.4% | 3.0% | 3.6% | 4.5% | 5.5% | 5.6% |

Source: WI DWD, Bur. of Workforce Information, Local Area Unemployment Statistics, 2003

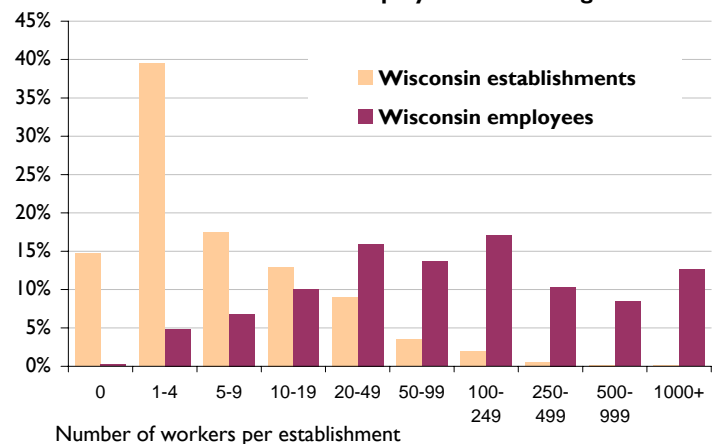
Establishments by Size

Approximately 40 percent of Wisconsin's employers have between one and four employees. In fact, small employers dominate the state's total of 156,200 employers with about 70 percent of the state's establishments having fewer than 20 employees.

Approximately 49 percent of Wisconsin's workers are employed in establishments with 100 or more employees. This may seem to conflict with the fact that most of the state's employers are very small, but while the number of extremely large employers is minute (0.3 percent of the state's employers have 500+ workers) these employers provide jobs to a great number of people.

The majority of Wisconsin's workers are employed in establishments with between 100 and 249 employees. Wisconsin averages 17 employees per establishment, which is much higher than the national average of 13 employees per location. This is a reflection of Wisconsin's strong manufacturing industry presence via larger employers.

Share of establishments & employees in size range in 2003



Source: DWD, Bureau of Workforce Information, Table 221, July 2004

Industries & employers by size

The state's largest industries and employers exemplify both evolving and established sectors, both publicly- and privately-owned. Public ownership refers to government-owned. The top ten employing industries reflect how large the state's services providers have become, though manufacturing is represented and many of the jobs with administrative and support services employers directly and indirectly support this goods-producing sector. Only once is a manufacturing industry listed below due to the published industry-level used in this profile. But if the entire manufacturing sector were shown, it would show employment of over 500,000 workers. The state's

manufacturing employment base is very large and in percentage terms of total employment it is the second largest in the nation despite declining production employment over the last five years.

Health care employment is represented in the largest industry list by three separate industries. Health care will likely become the state's largest employing sector as the most recent projections have forecasted. Educational services will increase faster than average and will remain at or near the top of the list.

The state's largest employers are dominated by retailers, educational institutions, and state and local government bodies.

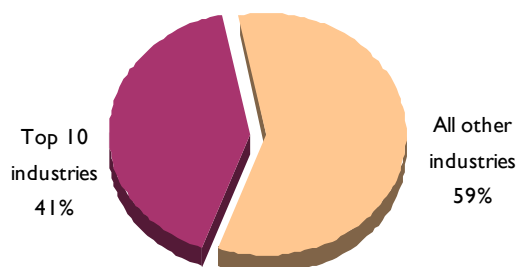
Top 10 Industries in Wisconsin

| Industry | March 2004 | | Numeric Employment Change | |
|--|----------------|-----------|---------------------------|-----------|
| | Establishments | Employees | 2003-2004 | 1999-2004 |
| Educational Services | 2,921 | 216,747 | -1,355 | 13,738 |
| Food Services and Drinking Places | 11,529 | 175,375 | 3,446 | 15,062 |
| Hospitals | 150 | 112,259 | 2,312 | * |
| Administrative and Support Services | 6,795 | 108,473 | 4,485 | -1,462 |
| Ambulatory Health Care Services | 7,106 | 98,941 | 1,347 | 11,307 |
| Executive, Legislative and General Gov't | 2,137 | 91,478 | -2,090 | 511 |
| Professional and Technical Services | 12,532 | 90,384 | -657 | 3,776 |
| Nursing and Residential Care Facilities | 1,667 | 75,135 | 31 | 4,328 |
| Specialty Trade Contractors | 12,132 | 71,828 | 2,000 | 5,096 |
| Fabricated Metal Product Manufacturing | 2,029 | 67,612 | -1,328 | -12,663 |

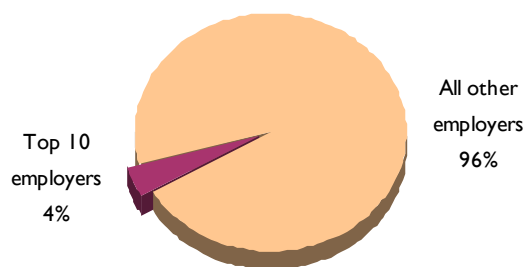
Top 10 Employers in Wisconsin

| Establishment | Product or Service | Size (Dec. 2003) |
|--------------------------------|---|-------------------------|
| Wal-Mart Associates, Inc. | Warehouse clubs and supercenters | 20,000+ employees |
| U W-Madison | Colleges and universities | 10,000-19,999 employees |
| Milwaukee Public Schools | Elementary and secondary schools | 10,000-19,999 employees |
| Department of Corrections | Correctional institutions | 5,000-9,999 employees |
| Kohl's Department Stores, Inc. | Discount department stores | 5,000-9,999 employees |
| Lands' End Inc. | Family clothing stores | 5,000-9,999 employees |
| Shopko Stores Inc. | Discount department stores | 5,000-9,999 employees |
| Menard, Inc. | Home centers | 5,000-9,999 employees |
| Target Corporation | Discount department stores | 5,000-9,999 employees |
| City of Milwaukee | Executive and legislative offices, combined | 5,000-9,999 employees |

Share of jobs in top 10 industries in Wisconsin



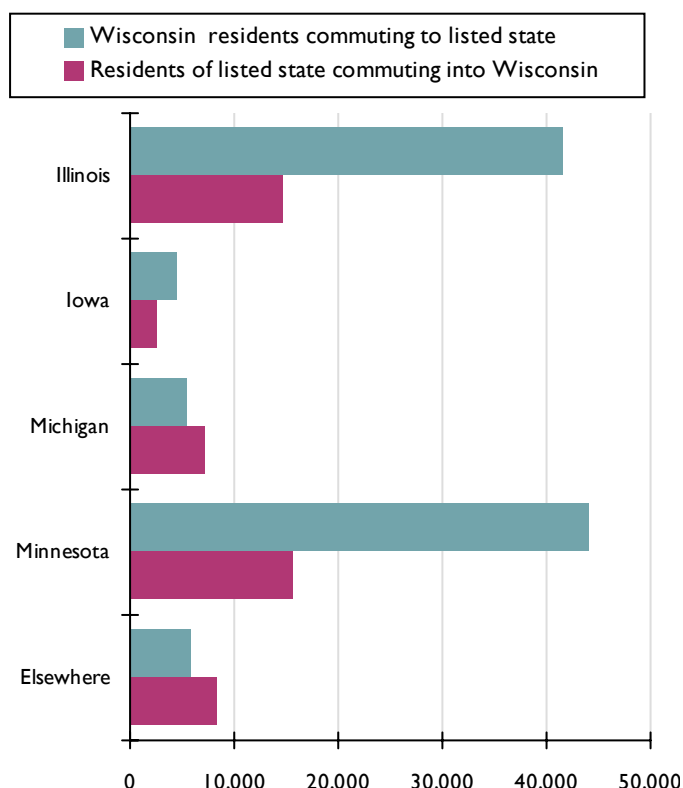
Share of Wisconsin jobs with top 10 employers



Commuting

In 2003, Wisconsin's labor force had slightly more than 2,904,000 employed residents and its total nonfarm wage and salary employment equaled 2,780,000 jobs. These two measures are not directly comparable due to methodological issues, but a difference of 124,000 more employed than the number of jobs in Wisconsin likely points to a regionally integrated labor market tilted towards a degree of out-commuting Wisconsin workers into bordering states. According to census data, one out of every five Wisconsin workers travels out of county to work and one out of every 26 travels out of state.

Wisconsin has a net out-commute of workers with each of its neighboring states with the lone exception of Michigan. Illinois and Minnesota, in particular, have more Wisconsin workers than Wisconsin has of theirs for two main reasons: 1) the Chicago metro area and the Twin Cities are very large "supermetros" with diverse, densely populated job markets offering an abundance of jobs, which attract workers from relatively long distances. And 2) the size and growth of these bordering markets in Illinois and Minnesota have not only attracted Wisconsin workers, but the growth of these metro areas has extended into Wisconsin. For example, Kenosha County and Pierce and St. Croix counties are members of Illinois and Minnesota metropolitan areas, respectively. Many Wisconsin workers, whose origin is Illinois or Minnesota, have moved into these bordering counties for "quality of life" issues such as less expensive housing stock, less congested infrastructure, quality schools, etc., while keeping their home state employment.



Key occupations & wages

The table to the right outlines the November 2003 hourly wage distribution of Wisconsin's occupational employment. The occupational groups are listed in descending order according to their employment level in Wisconsin.

The average hourly wage (mean) in Wisconsin in 2003 was \$16.56 per hour, which roughly translates to \$34,440 per annum. The median hourly wage in Wisconsin was \$13.51 per hour. Wisconsin's workers, on average earned one dollar per hour less than the U.S. average of \$17.56 in 2003.

The mean hourly wage for every occupational group is at least slightly higher than its median wage. This is important to note because the difference between mean and median wages is a good indicator of a labor market's demand for these workers. Mean wages that are significantly higher than their median indicate that a share of workers are earning considerably higher than average salaries, which typically indicates workers with longer job tenures or skills/specialization and commanding higher salaries. Occupations requiring formal training/education are often paid higher wages, which is probably no revelation to the reader.

| Occupation group | Hourly Wages | | | |
|--|----------------|------------------|------------------------------|------------------|
| | Mean | Percentile | | |
| | | 25 th | 50 th (Median) | 75 th |
| All Occupations | \$16.56 | \$9.48 | \$13.51 | \$20.27 |
| Office and administrative support occs. | \$13.19 | \$9.80 | \$12.30 | \$15.68 |
| Production occs. | \$14.65 | \$10.56 | \$13.69 | \$17.56 |
| Sales and related occs. | \$14.90 | \$7.67 | \$10.12 | \$17.63 |
| Transportation and material moving occs. | \$13.57 | \$9.13 | \$12.18 | \$16.52 |
| Food preparation and serving related occs. | \$8.32 | \$6.42 | \$7.70 | \$9.45 |
| Education, training, and library occs. | \$19.22 | \$12.59 | \$17.71 | \$24.18 |
| Healthcare practitioners and technical occs. | \$26.43 | \$16.71 | \$22.21 | \$27.90 |
| Construction and extraction occs. | \$19.42 | \$13.97 | \$18.70 | \$24.61 |
| Management occs. | \$37.85 | \$23.23 | \$33.74 | \$46.62 |
| Installation, maintenance, and repair occs. | \$17.52 | \$12.90 | \$16.91 | \$21.32 |
| Business and financial operations occs. | \$23.60 | \$16.67 | \$22.04 | \$28.77 |
| Building and grounds cleaning and maintenance | \$10.43 | \$7.88 | \$9.58 | \$12.09 |
| Healthcare support occs. | \$11.30 | \$9.39 | \$10.93 | \$12.91 |
| Personal care and service occs. | \$9.90 | \$7.58 | \$8.97 | \$10.79 |
| Architecture and engineering occs. | \$26.53 | \$19.39 | \$25.21 | \$32.38 |
| Protective service occs. | \$16.00 | \$9.80 | \$15.21 | \$21.39 |
| Computer and mathematical occs. | \$27.82 | \$20.01 | \$26.40 | \$34.27 |
| Arts, design, entertainment, sports, and media | \$17.57 | \$10.41 | \$15.33 | \$21.52 |
| Community and social services occs. | \$17.38 | \$12.73 | \$16.59 | \$20.95 |
| Life, physical, and social science occs. | \$23.14 | \$15.60 | \$20.39 | \$27.89 |
| Legal occs. | \$34.24 | \$17.63 | \$27.19 | \$45.15 |
| Farming, fishing, and forestry occs. | \$12.68 | \$8.95 | \$11.79 | \$15.13 |

Source: DWD, Bureau of Workforce Information, OES data, Nov. 2003, published Dec. 2004

Employment and Wages

Wisconsin's overall annual average wage is lower than the national and regional averages. As the reader scans the list of industries, one will notice that Wisconsin's annual wages in virtually every industry sector are below average; the exception being that Wisconsin's construction wages are higher than the national average.

There are two main factors why Wisconsin's wages are lower than the regional and national averages. The fact that a higher than average portion of Wisconsin's job market is positioned in non-metropolitan counties or small metro areas plays a small role as non-metropolitan counties generally pay lower wages than do large metropolitan counties. A more crucial reason for the disparity is Wisconsin's occupational composition within its industry sectors. For example, two business establishments classified as being in the same industry with the same number of employees may differ in the types of workers they employ. One may have a larger share of management/professional occupations, while the other may employ more production workers. Workers in these two occupational groups have different earnings levels.

Census data indicate that Wisconsin has a less than national average portion of management, professional and related workers and a considerably higher than average portion of production, transportation and material moving workers, some of whom do earn higher than average wages, but as a whole do not earn wages as high as the management and professional workers.

The graph and table below illustrates the distribution of employ-

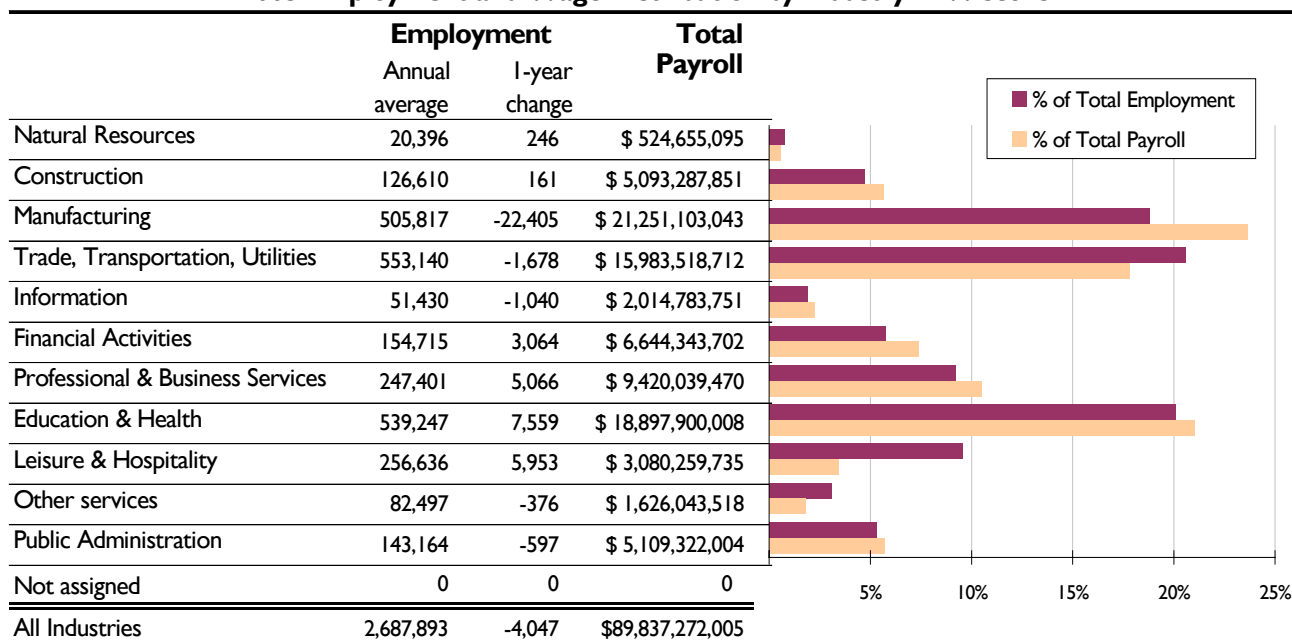
Average Annual Wage by Industry Division in 2003

| | United States | Wisconsin | Midwest Region* | WI % of United States | WI % of Region |
|----------------------------------|---------------|-----------|-----------------|-----------------------|----------------|
| All Industries | \$37,765 | \$33,423 | \$37,982 | 89% | 88% |
| Natural resources | \$33,759 | \$25,723 | \$28,973 | 76% | 89% |
| Construction | \$39,438 | \$40,228 | \$44,391 | 102% | 91% |
| Manufacturing | \$45,971 | \$42,013 | \$47,588 | 91% | 88% |
| Trade, Transportation, Utilities | \$33,738 | \$28,896 | \$33,428 | 86% | 86% |
| Information | \$56,618 | \$39,175 | \$47,344 | 69% | 83% |
| Financial activities | \$56,992 | \$42,946 | \$53,835 | 75% | 80% |
| Professional & Business Services | \$45,096 | \$38,076 | \$47,068 | 84% | 81% |
| Education & Health | \$35,333 | \$35,045 | \$35,624 | 99% | 98% |
| Leisure & Hospitality | \$16,392 | \$12,002 | \$14,192 | 73% | 85% |
| Other services | \$24,447 | \$19,710 | \$24,568 | 81% | 80% |
| Public Administration | \$43,672 | \$35,689 | \$40,530 | 82% | 88% |

Source: WI DWD, Bur. of Workforce Information, Quarterly Census of Employment & Wages and U.S. Bureau of Labor Statistics, Quarterly Census of Employment & Wages, Nov. 2004. * Region wage data are estimates based upon published data and do not account for suppressed data. Suppression is estimated at 0.3% of both total wages and total employment.

ment and total wages in Wisconsin for each major industry sector. For example, the manufacturing sector comprises 19 percent of the state's employment, but pays 24 percent of the state's total payroll demonstrating its economic importance to Wisconsin's economy. The opposite phenomenon occurs with leisure and hospitality employment, which comprises about 10 percent of the state's jobs, yet pays about 3.5 percent of the state's total payroll. The disparity is due to the sector's generally low wage rates, highly seasonal employment and its prevalence of workers with part-time schedules. Census data indicate that Wisconsin workers in this sector, on average, worked 32-hour workweeks, 38 weeks a year, both of which are below the state's average schedules.

2003 Employment and Wage Distribution by Industry in Wisconsin



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2004

Per Capita Personal Income

Per capita personal income (PCPI) is defined as total personal income divided by total population. It is a measure used to gauge the general macroeconomic conditions of a populous.

Wisconsin's PCPI, \$30,050, ranked 21st highest in the nation in 2002 and was \$856 per person lower than the national figure. It was also lower than the region's PCPI. Wisconsin ranked fourth highest of the five regional states with Iowa's PCPI (\$27,905; ranked 34th) being the only lower figure.

The graph at the bottom right compares Wisconsin's total personal income (TPI) composition to the region and nation. Wisconsin's income composition more closely mirrors the national makeup than the region's.

Wisconsin's total personal income (TPI) growth from 1997 to 2002 was 26.4 percent (not shown in this profile). This was slightly slower than national growth, 28.4 percent, but was faster than the region's growth rate of 23.4 percent. Wisconsin's TPI growth rate was the Midwest region's sec-

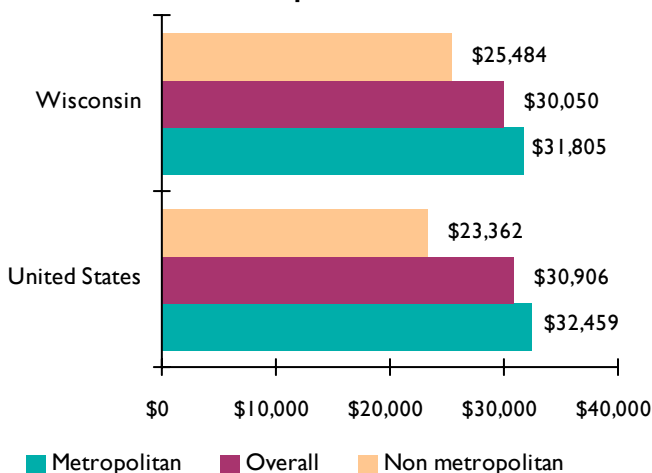
ond fastest behind Minnesota's growth of 30 percent.

Wisconsin's PCPI grew faster than both the region and nation. In fact, it grew considerably faster than the region. Its faster per capita growth is noteworthy relative to its slower total income growth (compared to U.S.). This is due to a blend of economic and demographic circumstances. The main economic circumstance for Wisconsin's faster PCPI growth was its quicker than national average per capita growth in transfer payments; 35 percent growth for Wisconsin vs. 29 percent growth for the U.S. These payments include income maintenance, unemployment insurance, social security payments and various other governmental payments. A demographic circumstance is that even though Wisconsin's population grew more slowly, it maintained a more stable number of income obtainers. More specifically, Wisconsin did not grow quickly in non-earner population such as young children, and in the younger low-wage population cohorts, whom are nevertheless part of this per capita equation.

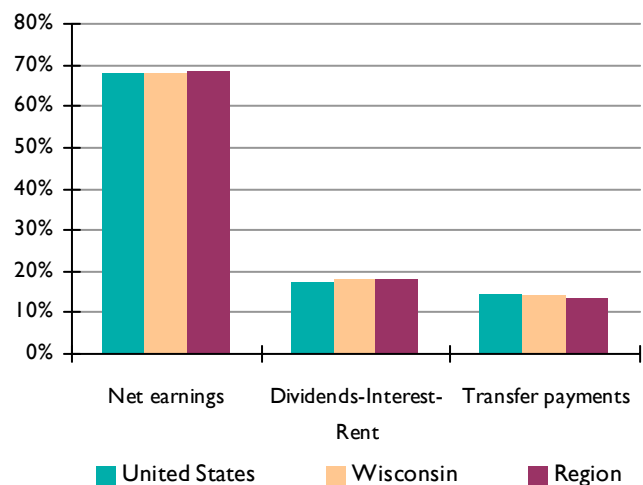
| Per Capita Personal Income | | | | | | | Percent Change | |
|---|----------|----------|----------|----------|----------|----------|----------------|--------|
| | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 1 year | 5 year |
| United States | \$25,334 | \$26,883 | \$27,939 | \$29,847 | \$30,527 | \$30,906 | 1.2% | 22.0% |
| Midwest Region | \$26,135 | \$27,754 | \$28,721 | \$30,420 | \$30,898 | \$31,330 | 1.4% | 19.9% |
| Wisconsin | \$24,514 | \$26,175 | \$27,135 | \$28,573 | \$29,361 | \$30,050 | 2.3% | 22.6% |
| In current dollars (adjusted to U.S. CPI-U) | | | | | | | | |
| United States | \$28,397 | \$29,670 | \$30,170 | \$31,181 | \$31,010 | \$30,906 | -0.3% | 8.8% |
| Midwest Region | \$29,294 | \$30,632 | \$31,014 | \$31,780 | \$31,386 | \$31,330 | -0.2% | 7.0% |
| Wisconsin | \$27,478 | \$28,889 | \$29,301 | \$29,850 | \$29,825 | \$30,050 | 0.8% | 9.4% |

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, May 2004 and DWD regional estimates using BEA data, Nov. 2004

2002 Per Capita Personal Income



Components of Total Personal Income: 2002



Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2004

The county workforce profiles are produced annually by the Office of Economic Advisors in the Wisconsin Department of Workforce Development. The author of this profile and regional contact for additional labor market information is:

Eric Grosso
P.O. Box 7944
Madison, WI 53707
Phone: 608-266-7034
email: Eric.Grosso@dwd.state.wi.us

Metropolitan Statistical Area (MSA) - A single county or group of counties that include at least one urbanized area with a minimum population of 50,000. Multiple-county MSAs have a central county or counties, which have a high degree of social and economic integration with the other member counties as measured by commuting data.

Non-metropolitan county - Any county that is not a member of a metropolitan statistical area.

Net Migration - One of two components of population change. It is the net result of individuals who either moved into or out of an area.

Natural Change - One of two components of population change. It is the result of the number of births minus the number of deaths in an area over a period of time. A natural increase indicates there were more births than deaths. A natural decrease indicates there were more deaths than births.

Employed - Persons 16 years of age or older, who worked as paid employees, or worked in their own business, profession or farm, or worked 15 hours or more as unpaid workers in a family-operated enterprise. Includes those temporarily absent from their jobs due to illness, bad weather, vacation, childcare problems, labor dispute, maternity or paternity leave, or other family or personal obligations.

Unemployed - Persons 16 years of age or older with no employment, who were available for work and made efforts to find employment sometime during the previous 4-week period ending with the monthly reference week. Persons who were awaiting recall to a job did not need to look for work to be classified as unemployed.

Labor Force - The sum of the employed and unemployed, whom are at least 16 years of age and older.

Unemployment Rate - The number of unemployed divided by the labor force. It is expressed as a percentage of the labor force.

Labor Force Participation Rate (LFPR) - The labor force divided by the total population aged 16 years and older. It is expressed as a percentage of the population aged 16 years and older.

Suppressed - Data is withheld or suppressed if it does not meet certain criteria. If an industry in a county has fewer than three employers or if a single employer employs 80% or more that industry's total employment in that county then the data are suppressed. These criteria were established to maintain the confidential reporting of payroll and employment by employers.

Total Personal Income (TPI) - The aggregate income of an area received by all persons from all sources. It is calculated as the sum of wage and salary disbursements (less contributions for government social insurance), supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts that include retirement and veteran's benefits, government paid medical reimbursements, toand income maintenance program payments.

Per Capita Personal Income (PCPI) - Total personal income divided by the total population.

Current Dollars - Phrase used to express historical dollar values in terms of their current purchasing power via inflation adjustment.

CPI-U - Consumer Price Index for all urban consumers, the most commonly used measure of inflation in the United States.